



# INFORMATION PACK

Appointment of Principal and Executive Head of School  
To lead Wellsway School and IKB Academy

February 2021

# Welcome and introduction

## Principal and Executive Head of School



Dear Colleague,

Thank you very much for your interest in the post of Principal of Wellsway School and Executive Head of School for IKB Academy. This post offers a rare opportunity for an experienced leader to take on a role with a unique portfolio that will enable the successful applicant to broaden her/his leadership experience whilst retaining a substantive principal role.

Both schools are wonderful places to work and benefit from being co-located, alongside an infant and a junior school, on a large campus. All four schools are part of our Trust and we are looking for our new Principal and Executive Head of School to also take the lead in co-ordinating a collaborative approach across the campus, to benefit all the staff and pupils. The potential is enormous and we are seeking someone with the vision and skills to help us realise this and make a difference for 1879 pupils and 209 members of staff across the campus.

Our Trust was started in 2014 by Wellsway School and since then has grown to include 13 schools, located across Bath & North East Somerset, South Gloucestershire and Bristol. Our trustees are in the process of introducing a new name, Futura Learning Partnership, in recognition of the size and nature of our organisation. You will be joining us at an exciting time as we launch our re-brand in September 2021. Our new name is taken from the motto of Wellsway School, *Futura Aedificamus* – ‘We build for the future’, and will therefore retain a subtle link to our founding school.

As a Trust, we believe passionately in the power of collaboration and are always seeking ways to add value through working collaboratively; providing opportunities for pupils and staff over and above that which an individual school can provide. This mantra applies also to our school leaders who are fully involved in central decision making and given every encouragement to exercise collective responsibility and broaden their skills and experiences through undertaking cross-trust work.

In making this appointment we are looking for someone with a track record of successful school leadership who will be able to build on Wellsway School’s successes and give strategic oversight to the work of IKB Academy, our STEM studio school. The executive leadership role is an interesting dimension that will require the successful applicant to work strategically in seeking to align both schools for mutual benefit. This work has been on-going since September 2019 and, following a successful trial, the alignment is now being formalised into a permanent staffing structure to ensure that IKB, as a small school, is resilient and future-proofed.

*‘The potential is enormous and we are seeking someone with the vision and skills to help us realise this...’*



We hope the information in the application pack, and on our websites, will give you a good insight into the schools and Trust. We are currently not able to organise a visit for potential applications, due to national restrictions, but my colleague Gary Schlick (Director of Education) and I will be pleased to have a conversation with you if that would be helpful. To book a call please email [enquiries@wellswaymat.com](mailto:enquiries@wellswaymat.com) or telephone our central office on 0117 946 1229.

Please follow the application process laid out in this pack. You should use the 'Supporting Statement' section in the application form to outline:

- Your educational and leadership philosophy
- How your skills and experiences have equipped you for this post.

(Please note this section is limited to 10,000 characters)

The deadline for receipt of applications is midnight on **Wednesday 24th February 2021**.

I hope you will be encouraged to apply and look forward to receiving your application.

Yours faithfully,

**Andrea Arlide**

Chief Executive, Wellsway Multi Academy Trust



# About Wellsway Multi Academy Trust

## Background and context

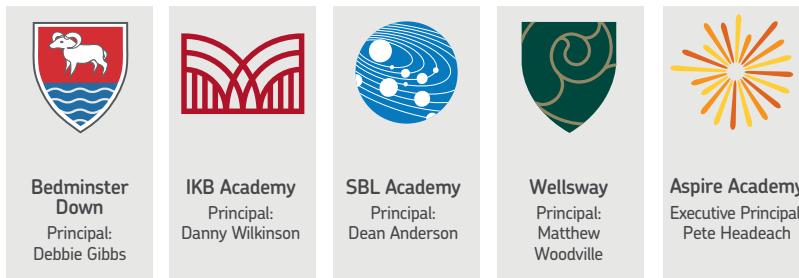
Wellsway Multi Academy Trust (WMAT) is a cross-phase multi academy trust (MAT) established in January 2014. WMAT was based initially at Wellsway School in Keynsham but since 2014, we have grown steadily through taking on sponsored academies, building free schools and encouraging schools to join us.

We currently have 13 schools crossing the secondary, primary and special sectors and operating across three local authority areas: Bath & North East Somerset, Bristol and South Gloucestershire. We operate as a mixed MAT, in partnership with the Diocese of Bath & Wells, which brings considerable benefit to all our schools. We educate young people from 2 to 19 within our family of schools.

## Primary



## Secondary



## Special

As of February 2021 we have 5623 pupils and 783 members of staff. We have centralised our business services to enable schools to focus on teaching and learning; centralisation also helps to ensure statutory compliance and enables us to maximise efficiencies. We provide school improvement, finance, HR, procurement, IT, catering, marketing & PR services to our schools. Our trading company, WMAT Trading, operates our Teaching School (Great Western Teaching School Alliance), the B&NES School Sports Partnership, our two sports centres (at Wellsway School and SBL Academy) and organises lettings and trading activities.

Strong governance sits at the heart of our trust and our Board of Trustees meets regularly to oversee and guide our work. It operates through the following committees: Education and Standards, Finance and Estates, HR, Audit and Risk.

Each school has an Academy Governance Committee (AGC) that is also a formal committee of the Board charged with ensuring that each school is firmly rooted in its community. AGCs monitor standards and fulfil the practical requirements of governance, on behalf of trustees. They meet six times per year and do not operate any formal committees. They do have the ability to set up ad hoc working groups however.

## WMAT Vision

Our fundamental aim is to develop a seamless approach to education 2-19 so that children and young people receive an education that is planned to build progressively on the previous phase of their learning, giving them opportunities that will help them to experience success and have fun, within a safe and nurturing environment.

Each of our schools will retain its own distinctive identity however we embrace fully the principles of alignment and standardisation and will continue to develop common practices and approaches that drive collaboration and bring the best practice into every school within our trust.

## WMAT Mission

WMAT is a mixed MAT operating within the West of England region. Our schools are diverse but all share a commitment to working collaboratively across the 2-19 continuum, sharing expertise and resources to maximise the opportunities available to our pupils, our staff and the local communities we serve.

### **To this end, we are passionately committed to:**

Developing a seamless approach to education 2-19 so that children and young people receive an education that builds progressively on the previous phase of their learning and ensures they experience success and have fun, within a safe and nurturing environment.



To achieve this we will work together to:

Ensure that each child and young person in a WMAT school gets the very best teaching, alongside an impressive range of opportunities, which broaden their horizons and instil in them a respect for learning, giving them the tools to realise their hopes and aspirations for the future.

## Futura Learning Partnership (FLP)

From 1st September 2021, Wellsway Multi Academy Trust will become known as Futura Learning Partnership (FLP). We are making this change to reflect the trust we have become and, through adopting a name that is not the same as one of our schools, are emphasising that every school in our trust is of equal importance. The new name has a subtle reference to Wellsway School through its motto: 'Futura Aedificamus' (translated as 'We build for the Future'). Our new name reflects the vision and values that celebrate aspiration, ambition and hope for the future and also reflects the trust's commitment to collaboration and partnership working.



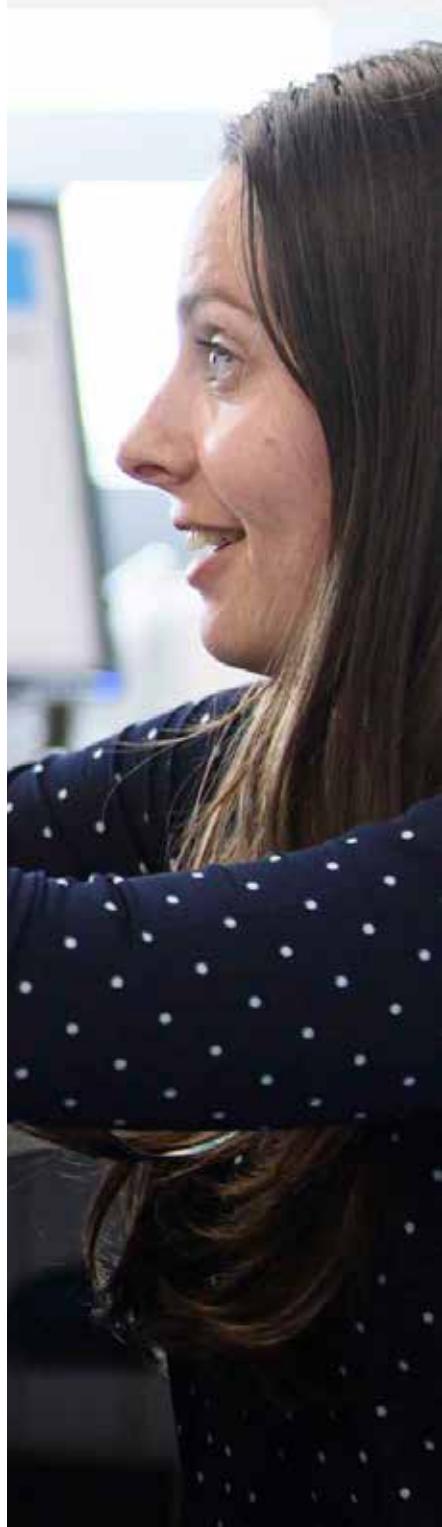
# FUTURA LEARNING PARTNERSHIP

The FLP core values describe the guiding principles that sit at the heart of our organisation; they provide the platform that brings individuals and schools together to achieve our shared mission. They apply equally to pupils and adults.



## Our Core Values

- **RESPECT:** Behaving with integrity and being worthy of trust; respecting self, others and the environment
- **OPPORTUNITY:** Providing experiences for growth and development; opening doors to future success
- **COLLABORATION:** Working together towards shared goals and shared success; being 'stronger together'
- **ASPIRATION:** Encouraging ambition; providing the inspiration, challenge and support to achieve success in all its forms



# Application Process

## Registration

To apply for the role of Principal and Executive Head of School, you need to create an account by providing an email address. A welcome e-mail will then be sent to you within a few minutes from [resourcing@neopeople.net](mailto:resourcing@neopeople.net) providing further instruction. Please check your email inbox/junk/spam folders to ensure you receive this email, as this is how we will keep you informed of your application progress. You will need to follow the link in the email to choose a password.

## Applying online

Once you have logged in, you can complete the application form. An application can be saved at any point and returned to later as long as the closing date for the job has not passed. You will receive an email reminding you to complete your application form before the closing date.

Take some time to check the information you have provided for errors. You can then go back to the form page by page and amend where necessary.

When you have completed your application form you should **submit** and importantly also **confirm** your application. Your application will be sent directly to the recruitment team and an acknowledgement email will be sent to you from [resourcing@neopeople.net](mailto:resourcing@neopeople.net). Please check your email inbox/junk/spam folders to ensure you receive confirmation that we have received your application.

## Applicant area - help with issues

Once you have registered, you can sign up to receive details by email on new WMAT vacancies you are interested in as well as giving you access to your saved applications.

## Please remember

All vacancies close at midnight on the date specified in the advert, so your application must be submitted and confirmed prior to this time/date.

After this time short listing will match your skills/experience against the criteria in the person specification. You will be selected for interview entirely on the contents of your application form and covering letter of application, so please read the job description and person specification carefully before completing your form.

Should you have any queries please do not hesitate to contact us at [recruitment@wellswaymat.com](mailto:recruitment@wellswaymat.com) or call the Trust Central HR team on 0117 9864751.

## Contact us

If you would like to discuss the role of Principal and Executive Head of School prior to applying then please contact us by emailing [enquiries@wellswaymat.com](mailto:enquiries@wellswaymat.com) Our Chief Executive or Director of Education would be pleased to discuss it with you.





## About the schools

### Wellsway School

#### Introduction

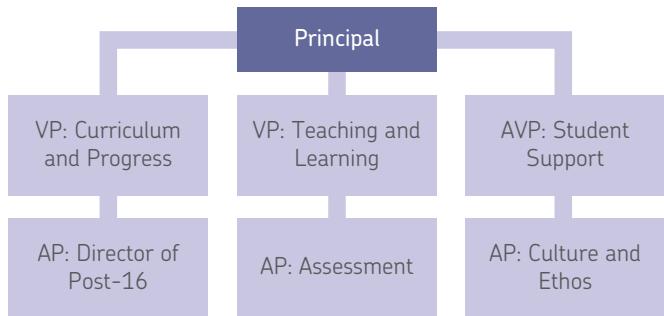
Wellsway School is a successful, high-performing 11-18 mixed comprehensive that is popular and over-subscribed, with almost 1300 students on roll. The school is located on the east side of Keynsham, eight miles north-west of Bath and seven miles south-east of Bristol and is fortunate to have a large, semi-rural setting with excellent transport links for students and staff. The school shares a campus with three other schools – Chandag Infant School, Chandag Junior School and IKB Academy – and the Trust is in the process of setting up a fourth – Two Rivers CoE Primary School – in a new housing development adjacent to the campus. The trust's vision is for all these schools to operate in an informal partnership, for mutual benefit, and are looking to the new Principal and Executive Head of School to lead this development.

Wellsway School founded Wellsway Multi-Academy Trust in 2014 and benefits considerably from being part of a cross-phase organisation that provides a wide range of experiences and opportunities for students and staff. Wellsway is also a National Support School and the leading school in the Great Western Teaching School Alliance, which is run by the Trust's central school improvement team.

The school has an excellent reputation locally and in the wider community for academic excellence and the quality of its pastoral care and support. The ability profile of the students is above the national average, with a significant proportion of very able students. The parent body is very supportive and most parents have high aspirations for their children.

Wellsway was last inspected by Ofsted in June 2019 and judged to be 'good' in every category. Inspectors noted that "pupils benefit from positive relationships with staff" and that "leaders' actions are improving behaviour and the quality of teaching". Inspectors praised how Wellsway "classrooms are calm places... because of the mutual respect that exists

between staff and pupils. Pupils behave well; they are attentive to what staff and each other say, are punctual to lessons and settle to tasks quickly" and teachers "teach with confidence".



The structure of Wellsway School's SLT

Staff at Wellsway are dedicated to supporting and encouraging students, and giving them the tools and the confidence to explore what life and the world have to offer. The five years plus that students spend in the school will be the foundation on which they build their futures and staff strive to deliver an education that allows students to succeed in all aspects of life, in keeping with the school motto: "Futura Aedificamus – we build for the future". Examination success is a cornerstone of Wellsway's work and examination results are consistently strong, putting the school among the top-performing schools in the region.

Overall, results for students at Wellsway School were very pleasing indeed for school leavers in the school year 2018/19. GCSE results saw 79% of students passing English and mathematics at Grade 4 or better and we are immensely proud that 27% of all grades awarded were at Grade 7 and above.

## GCSE

Performance Measure	Wellsway 2019	National Average 2019	Wellsway Centre Assessed Grades 2020
Basics 4+	80%	64%	83%
Basics 5+	56%	43%	62%

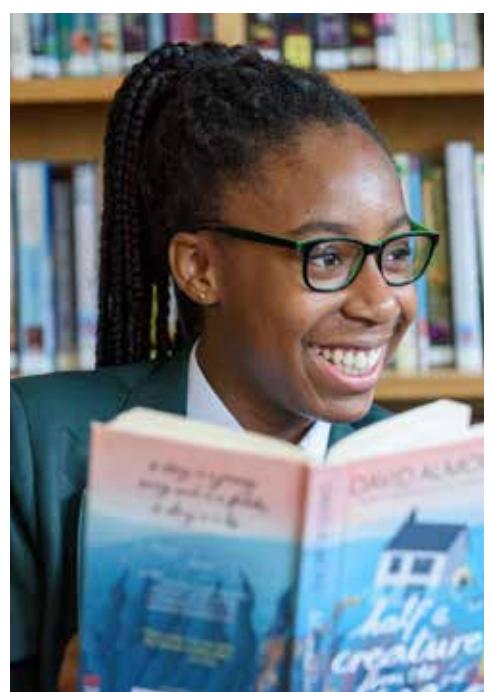
## A Level

Grade range	Wellsway 2019	National Average 2019	Wellsway Centre Assessed Grades 2020
A*-B	50%	52%	73%
A*-C	75%	76%	93%
A*-E	99%	98%	100%

## Curriculum

The school follows the WMAT curriculum, which is designed to provide a broad, balanced and progressive experience from Reception through to Year 13. The curriculum has a vital role to play in preparing students for the opportunities, responsibilities and experiences of adult life; to promote spiritual, moral, cultural, social, intellectual and physical development and to promote British Values, for example democracy and the rule of law.

In our Trust, we believe a three year Key Stage 3 is important to allow students to fully experience a broad and balanced curriculum before they make option choices in Year 9 and begin a more personalised pathway at Key Stage 4. Wellsway has a well-developed care, advice and guidance programme to support students at each





point in their school career, especially around the time when options are made in Year 9 for Key Stage 4 subjects and in Year 11 for Post 16 pathways.

Cross curricular elements, including PSHE (personal social and health education), SMSC (spiritual, moral, social and cultural development), CEIAG (Careers education, information, advice and guidance) and British values, are delivered through the subject content of lessons, the tutorial programme, assemblies and discrete activities for year groups or identified groups of students.

The curriculum is enriched and extended through a wide extra-curricular offer, essential for student development and for helping to ensure that students leave school with long lasting and positive memories. The Challenge Programme provides opportunities for student leadership and aims to extend students' knowledge and understanding whilst developing essential skills for success in later life.

The school is currently organised into curriculum teams: English; Mathematics; Science; Humanities; Languages and Business; Design, Technology and Art; Physical Education and Performing Arts and Inclusion. Each team is led by a Curriculum Director and supported by Deputy Curriculum Directors and Subject Leads.

## School Life

### Pastoral Provision

Pastorally, Years 7 – 11 are organised through a house system with horizontal tutor groups. There are four houses: Burnett, Compton, Newton and Stanton, each named after a local village. Each house is led by a head of house, ably supported by a non-teaching learning mentor. The friendly rivalry and competition that this system engenders is another strong aspect of the school alongside the friendly, family feel that the vertical organisation helps to foster.

Wellsway Sixth Form is a very special part of the school and is run in partnership with the Sixth Form in IKB Academy and SBL Academy in nearby Oldland Common. This partnership provision ensures that students have access to a wide range of courses and qualifications, predominantly at Level 3 but also at Level 2. Students are monitored and supported through their 'home school' and Wellsway Sixth form is led by an assistant headteacher in the role of Director of Sixth Form. Students in the Sixth Form are encouraged to get fully involved in the wider life of the school; Sixth Form Officers and Ambassadors work across the whole school community, taking responsibility for contributing to the school's culture and ethos.



# IKB Academy

Established in 2015 as a STEM studio school for young people aged 14–19 of all abilities. IKB Academy provides excellent facilities in a purpose built environment that includes state-of-the-art classrooms and workshops for science and engineering. The building was designed to mirror the types of learning spaces found in higher education and includes a lecture theatre with tiered seating and high tech IT equipment. IKB offers a dynamic approach to learning with a mix of academic and vocational qualifications with a STEM focus. Students in key stage 4 are able to follow a broad programme of study by taking some courses in Wellsway School. This helps students develop the skills they need to succeed in the next stages of their education, life and workplace. It is the perfect choice for students looking to study STEM based subjects at university or move on into an apprenticeship.

IKB was inspected in April 2018 and judged to 'require improvement'. The inspectors graded outcomes and the quality of teaching, learning and assessment as good but considered that aspects of personal development and health and safety practice were under-developed. Since this inspection the school has made significant progress and is now well placed to improve upon this judgement.

In Key Stage 4 students study the core subjects of

- GCSE Maths, English language, English Literature, Biology, Chemistry, Physics, core PSHE and PE

In addition students can choose from a variety of option subjects. IKB delivers the following courses:

- GCSE Computing, GCSE Product Design, Level2 Btec Engineering, L2 Btec Construction, ICT and GCSE History

Students can also choose subjects that are taught at Wellsway School and these include:

- History, Geography, French, German, Art and Photography

In the Sixth Form students take a course in study skills and PSHE and they then choose up to four option subjects. IKB delivers the following courses:

- A level Maths, AS Maths, L3 core Maths, A Level Biology, A Level Chemistry, A Level Physics, A Level Product Design, A Level Computing, L3 Btec Engineering, and L3 Btec Applied Science

Through the Trust's collaborative Post 16 arrangements, students can also access a wide variety of other A Level and Level 3 Btec courses at Wellsway School and SBL Academy.

In addition to the curriculum subjects, students at Key Stage 4 also have a one to one coaching with an adult in the school, this replaces the more traditional daily tutor sessions. All students also attend fortnightly assembly sessions lead by SLT.



Executive Principal

Head of School

Deputy Head of School

The structure of IKB Academy's SLT



## Exam results

### GCSE

Performance Measure	IKB Academy 2019	National Average 2019	IKB Academy Centre Assessed Grades 2020
Basics 4+	67%	64%	71%
Basics 5+	33%	43%	42%

### A Level

Grade range	IKB Academy 2019	National Average 2019	IKB Academy Centre Assessed Grades 2020
A*-B	19%	52%	50%
A*-C	43%	76%	83%
A*-E	95%	98%	98%



## Staff Wellbeing

As a Trust we believe that staff are our most important resource and are valued, supported and encouraged to develop personally and professionally within a learning and caring community. We believe there is a relationship between healthy, positive staff and school improvement and are committed to our duties as an employer to ensure policies and practices are sensitive to staff wellbeing.

## Staff Benefits

All colleagues can access the 'MyBenefits' platform - a one stop shop for all staff benefits and wellbeing support, which offers:

- **Healthcare cashplan:** This includes cash back on dental, optical, prescriptions, chiropody, physiotherapy and much more. Free flu jabs: Take advantage of a free flu vaccination up to the value of £10
- **Free eye checks:** Annual eye check and contribution of up to £60 towards glasses
- **Counselling support:** Colleagues also have access to counselling either face-to-face (up to six sessions) or telephone sessions as appropriate.
- **Colleague assistant helpline:** Provides colleagues and their families with free confidential support and legal advice. Available 24 hours a day, 365 days a year
- **Colleague discounts on top brands:** Multiple discounts, reloadable cards, cash back and instant voucher options available across high street retailers, most supermarkets, restaurants, days out and travel companies as well as discounted gym memberships and much more
- **Discounted sports centre/gym membership:** All Trust colleagues can benefit from a huge discount at Trust School Sports Centres and receive exclusive rates.



## In addition, we provide:

- **Childcare vouchers:** Tax free childcare Government backed scheme which gives eligible families 20% off childcare costs and can be used for afterschool clubs and nurseries, [find out if you are eligible and apply](#)
- **Cycle scheme:** You can save at least 25% on a new bike and/or accessories. Deductions are made via salary sacrifice which attracts tax and NI savings all over 12 months' interest free
- **Pension:** Staff are automatically enrolled into the relevant scheme - either the Teachers' Pension Scheme, Local Government Scheme or NEST pension scheme.

## In Summary

This post presents a rare opportunity to lead, and bring together, two schools. Both schools are fantastic places to work; students are respectful and committed to succeeding and staff are enthusiastic and dedicated. The range of provision available across both schools is impressive and the successful applicant will have the support of a team of strong and experienced leaders, both at middle and senior levels.

Alongside this, the post offers the opportunity to work across our trust and to work closely with the headteachers of Chandag Infant and Junior School, providing cross-phase experiences that will not only be fascinating in their own right but will undoubtedly support future career development.

